

Why We Do What We Do

Keeping the Passion



GVRA



GEORGIA VOCATIONAL
REHABILITATION AGENCY

February 2018

In This Issue

Page 3 — Executive Director Sean T. Casey on Why We Do What We Do

Page 4 — Why Partnerships Are Crucial

Page 5 — Get to Know a Legislator

Page 5 — Board Member Spotlight

Page 6 — Cece Walker Assumes New Role

Page 7 — GAB Students Get Hands-On Training

Page 8 — In Memoriam

Page 8 — Calendar of Events

Page 9 — GIB Receives National Honor

Page 9 and 10 — A New Roof at GIB

Page 11 — A Client Success Story

Page 12 — Mental Health Day at the Capitol

Page 13 — Staff Attend Management Training

Page 14 — Linda Garrett Joins APSE Board

Page 14 — TASH Recognizes GVRA Staff

Page 15 — Employee of the Quarter at RWS

Page 16 — New Hire at GIB

Page 17 — A Q&A For Staff

Page 18 — On Strategy and Innovation



Sharing Your Passion

By Executive Director Sean T. Casey



Every career had to start somewhere. A Google search will tell you, before Michael Dell was the founder of the famous computer corporation that bears his name, he worked as a dishwasher at a restaurant that served Chinese food. He earned \$2.30 an hour. Former President Gerald Ford grilled hamburgers at a restaurant. And if you lived in Edinburgh when Sean Connery was a young boy in school, you might have had your milk delivered by the future 007.

Most of us have had entry-level jobs, and often, we wear that first job as a badge of honor. (If I may say so myself, I became pretty adept at the art of flipping pizzas at my local mall.) And while those noble starter jobs serve many purposes, such as teaching us accountability, customer service skills and producing some extra pocket money, we also must remember to think big in terms of our clients' capabilities.

Once a client enters the workforce for the first time and successfully achieves employment, it is our hope that our relationship with that individual is ongoing. Many of you talk about the joy you've found hearing from those who have been promoted after they became indispensable at their place of work. Someone may come back to you because their professional growth means they are ready for the next leap. In that regard, the bond between the client and field staff is much like the bond between family members or between mentor and mentee. And it forms because your work represents not just a mere paycheck, but also a passion. Your clients sense that.

The passion I'm talking about is also evidenced in our Retiree Advisory Group, where you find a room full of people who have filled their quota of years to earn state retirement benefits. Still, they have come back. While it would be easier and perfectly respectable if these individuals filled their time traveling or picked up new hobbies, they are asking to be a part of GVRA's future, and not just its past.

I often tell my coworkers the work they do doesn't go unnoticed nor unappreciated. It is true. This year, keep letting your clients know you're in for the long haul, and keep that passion. You might find it to be contagious.

A handwritten signature in blue ink, appearing to read "S. T. Casey".



Connecting the Dots

Why Partnerships Are Crucial

By Certified Rehabilitation Counselor for the Deaf Kelly Stockdale

In a recent push to help clients in the northwest portion of the state, GVRA is proactively identifying and interacting with key regional employers. Denine Woodson, Director of Sensory Services, identified Aramark's Ricky Hames—who runs Berry College's food services—as a key regional employer for the Deaf in the Rome/Floyd county area. This comes on the heels of Ricky's success with GVRA client, Donna Southerland.

Donna, one of three Deaf Aramark employees working under Hames at Berry College, was placed by Lela Guerra, Employment Specialist in the Rome GVRA unit. Donna was recently recognized by Ricky for her superior performance and work ethic. He told Denine and the rest of the GVRA team that he wants to expand the Berry College Food Services operation and in doing so, hire more GVRA clients.

Donna expressed her gratitude to Ricky for "giving the Deaf a chance." Ricky said he had no reservations in hiring clients who are Deaf, showing both Aramark's and his own

positive perspective about how people with hearing loss have the ability to contribute to Aramark's success.

"It has been wonderful to work with Mr. Hames," Lela said. "He has shown so much respect to our clients. We appreciate him giving our clients an opportunity to demonstrate their skills and to work."

Ricky was also quick to recognize the contribution of GREAT Day Works, Inc. Job Coach Jenna Isham. Jenna provides coaching support using American Sign Language during employees' new hire training period. Paul Ray, GVRA Rome Unit Manager, recognized his staff's commitment to service design and delivery for GVRA's clients who are Deaf.

According to Woodson, "Aramark is one of many employers that we will be identifying; we are excited about the partnership opportunity to build the GVRA brand as a highly sought-after resource for placing quality candidates".



From left: Paul Ray, Service Area Manager, Rome Unit; Jenna Isham, Job Coach; Ricky Hames, Aramark Manager; Denine Woodson, Director of Blind and Deaf Services; Kelly Stockdale, Certified Rehabilitation Counselor for the Deaf, Rome Unit; Lela Guerra, Employment Consultant, Rome Unit



Get to Know a Legislator

This Month We Feature



Senator Kay Kirkpatrick, MD, a Republican, represents the 32nd District, which includes East Cobb and Sandy Springs.

She serves as a member of the Health and Human Services, Public Safety, Science

and Technology and Veterans, Military and Homeland Security Committees.

Senator Kirkpatrick has been an orthopaedic hand surgeon in Atlanta for over 30 years and was previously the president of Resurgens Orthopaedics. Senator Kirkpatrick is a district coordinator for the

Medical Association of Georgia's Medical Reserve Corps. and is determined to contribute to Georgia's ability to respond to disaster and emergency situations.

Dr. Kirkpatrick is a consultant and lecturer on patient safety in surgery. She is also a member of the East Cobb Rotary, and she serves as a team leader at the Ronald McDonald House where she participates in pet therapy through the Happy Tails Pet Therapy Program.

Senator Kirkpatrick graduated from the University of Kentucky and earned her medical degree from the University of Louisville.

Her husband Tom is an emergency physician. She and Tom have two young adult children. Kay and Tom are active members of East Cobb United Methodist Church.

GQRS Board Member Spotlight

Featuring Jonathan Taylor



Taylor graduated from the University of Georgia in December 2013 with a bachelor's degree in Consumer Economics.

He is currently preparing for his life insurance exam under the guidance of Active Financial Group in Kennesaw.

Taylor sustained a C-5 spinal cord injury in March 2011 while playing for the University of

Georgia baseball team. After extensive rehabilitation, he returned to the university to complete his degree. He resides in Kennesaw.

"I believe it's a privilege to be on the board, and it's very comforting to see people with disabilities are given the opportunity to have the resources that help them find jobs and build a life of their own," Jonathan said.



Improving Processes

Cece Walker Assumes New Role

In response to the growing number of projects that are being undertaken on a regular basis, the decision was made to transition Cece Walker from her previous current role as the Service Satisfaction Manager in the VR Program to the Special Projects Manager for GVRA.

Cece now reports to Deputy Executive Director Kevin Harris, who said the move was rooted in efforts to streamline agency initiatives and, at the end of the day, improve and increase outcomes.

"As we continue to focus on improving processes, it's imperative we find someone with VR knowledge and experience to ensure decisions are being made with the client in mind," Kevin said. "That's what it's all about."

Cece has worked as a state employee for over 25 years. While she is new to the role of Special Projects Manager, she has worked for Georgia Vocational Rehabilitation since 1996. She has served as a counselor, a unit manager, a policy appeals advisor, Policy Chief and service satisfaction manager. She has developed program policy to ensure regulatory compliance and has been instrumental in the development of several statewide training modules. She has also presented at several state association conferences.

Cece is a member of the National Rehabilitation Association, currently sits on the Georgia Rehabilitation Association (GRA) executive board and is a past president of the Georgia Association for Rehabilitation Leadership. She serves on the Commission on Rehabilitation Counselor Certification (CRCC) Ethics Committee. She also served five years as an advisory board member for the Georgia State University Rehabilitation Counseling program.

Cece is a Certified Rehabilitation Counselor, a Nationally Certified Counselor and a Licensed Professional Counselor in the state of Georgia. She holds a BS in psychology from Howard University, a MA in psychology from the University of Virginia and a MS in Rehabilitation Counseling from Georgia State University.

There will be a number of functions and tasks that will receive her immediate attention, including the implementation of the initial agency customer satisfaction surveys and various operational processes.

"We each can have a positive impact on the lives of others, and by doing so, our lives make a difference," Cece said. "I'm excited about this new opportunity to support holistic organizational development and the crafting of a progressive and dynamic culture within GVRA."



Learning the Ropes

GAB Students Get Hands-On Training

By Certified Rehabilitation Counselor Kathryn Edger

Three students at Georgia Academy for the Blind (GAB) are sliding into the third and final rotation of Project Search. This is a nine-month-long, total immersion, school-to-work program that affords students opportunities that they will never get on campus or on a regular work-based learning site.

The students' Project Search site is Navicent Health Center, a large hospital located in Macon that is classified as a Level I Trauma Center.

After applying for and being selected for the Project Search Program at GAB, students began their experience at Navicent Health in September of 2017 by becoming acclimated to the hospital and purchasing their uniforms so that they would be recognized as part of the Navicent Health staff.

John Crawford from Tactile Travel, LLC has worked with the students from day one on orientation and mobility skills so that they are able to safely navigate around the hospital, to and from each rotation site, the cafeteria, and their classroom.

By the end of the school year, the students will have each participated in three different work rotations, each in a different department.

Some of the departments they have worked in include Environmental Services, Linen, Supply and Distribution, and Food Services.

The students have built strong relationships and made great connections with the staff in the hospital including the heads of their

departments, co-workers and other hospital staff that they see in the hospital on a daily basis.

Aside from learning the skills needed for different jobs within their department, the students are also learning other invaluable skills that will transfer to a job once they graduate from GAB in May 2018.

Some of these skills include orientation and mobility, interpersonal, self-advocacy, money management, and transportation skills.

The students are able to practice budgeting their money by planning for meals in the hospital cafeteria five days a week. In the event the student chooses not to eat in the cafeteria, he or she is responsible for shopping for and preparing a lunch to take that day.

The students are also responsible for taking their own Uber to and from the hospital each day, and are reimbursed by VR by turning in their receipts at the end of each month.

The students have made significant and noticeable improvements since the beginning of the year and are well on their way to being ready for work when they graduate.



In Memoriam

Remembering David Pryor

By RWS Behavior Skills Specialist Patricia Terry

Editor's Note: David Pryor was a client of Vocational Rehabilitation before he completed his master's degree and then worked at Roosevelt Warm Springs and later, VR in Griffin as a Vocational Evaluator. This was written in remembrance of him.



David was an upbeat person. He was always willing to help others whatever the situation happened to be. He was very

knowledgeable in his field of Vocational Evaluation. He was painstakingly careful to make sure that he sufficiently tested an individual's potential in the evaluation process. He was adept in knowing which testing modules or work samples worked best for different clients.

His collective skills in developing vocational profiles were extraordinary. He

was passionate about his work and eager to share knowledge with co-workers. David was well-respected and well liked by everyone. On a personal note, David told me about the job opening in the Griffin office to which I applied, in 1989. (I had previously interviewed him for help with my academic study in the field of Vocational Evaluation). He recommended me to Don Faulkner, and I got the job. They say it's not what you know. It's who you know. I am eternally thankful to David for his help in understanding various aspects of disability and for his recommendation. I am so proud to be a part of the Rehabilitation mission, and David was instrumental in my career development.

Calendar of Events

February 8

11 a.m. to 2 p.m.
Independent Living Day at the Capitol
Georgia State Capitol
206 Washington Street SW
Atlanta, GA 30334

February 10

Education Conference
Oak Grove Methodist Church
1722 Oak Grove Road
Decatur, GA 30033

February 13

Executive Leadership Development Training
Atlanta, GA

February 13-15

Certified Program Manager Training
Macon, GA

February 22

My Voice My Participation
900 South Indian Creek Drive
Stone Mountain, GA 30083

March 8 and 9

Association for the Education and
Rehabilitation of the Blind and Visually
Impaired Conference
AMAC
512 Means Street
Atlanta, GA



The Award Goes To ...

GIB Takes Home National Honor

Georgia Industries for the Blind (GIB) was honored by National Industries for the Blind (NIB), the nation's largest employment resource for people who are blind, with the 2017 Employment Growth Award.

The award recognizes GIB's efforts to increase employment retention, growth and upward mobility for people who are blind. "We are proud to provide employment opportunities for people who are blind in Georgia," said Mike Jackson, Operations Director.

"Georgia Industries for the Blind is doing an outstanding job of creating U.S. based

career opportunities for people who are blind," said NIB President and CEO Kevin Lynch. "This is a great example of the unlimited capabilities of people who are blind working in Georgia and across the country."

Georgia Industries for the Blind (GIB) is a manufacturing, warehousing, and services business under the operation of Georgia Vocational Rehabilitation Agency. Established by legislative action in 1937, it has grown to include three locations and employ around a hundred individuals in Georgia.

Tearing Down the Roof ...

And Putting Up a New One at GIB

The Georgia Industries for the Blind Plant in Bainbridge will soon be getting a new roof, a project that was made possible through the teamwork of various groups within GVRA.

Several years ago, the existing roof began to leak when it rained. To delay the inevitable, crews patched what they could, but it quickly became clear that a new roof was needed. The problem was the cost.

The project was estimated at \$500,000, and it was initially thought that it would have to come out of the program's operating expenses. This would have been a major blow to the fiscal health of the plant, said GIB Co-Director Mike Jackson.

Yet, through a series of meetings with Executive Director Sean Casey, Deputy Executive Director Kevin Harris, staff at

Roosevelt Warm Springs and members of the GVRA facilities department, it became evident that the money could come from unused bond dollars at RWS, meaning only a small percentage would have to come out of the GIB operating budget.

"Without that collaboration, it could have very easily been devastating to GIB's finances. It would've made a big dent in our operating funds," Mike said.

In addition to providing better structural integrity to the plant itself, the roof will likely lead to additional savings in heating and cooling costs," Mike said.

As it stands, construction on the roof is expected to begin within the first week of February, and the final inspection on the completed roof is slated for April 1.



Crews began work in early February on a new roof at the Georgia Industries for the Blind plant in Bainbridge, the result of a collaborative effort between GIB and multiple offices in GVRA.



With a Little Help

A VR Success Story

By Team Lead Janice Withrow and CRC Krystle Davis

Peter Howell is a previous VR client successfully employed through employment supports. The efforts to help Mr. Howell succeed include counseling and guidance, job readiness, job search assistance and incidental services, all done under the umbrella of the the Griffin VR office.

Mr. Howell first came to VR expressing interest in contributing to his family, and the way to do this was through full-time employment.

With challenges related to performing complex job duties and interacting with others, Mr. Howell participated in personal and social adjustment training as well as counseling and guidance. Prior to receiving these services, he realized he could find, but not keep, jobs in fast food services.

Progressing through services, he was able to improve his ability to manage his racing thoughts, ultimately landing a position with Rack Room Shoes.

Mr. Howell liked this job, but was not quite satisfied. He wanted more.

Mr. Howell talked with his counselor, Krystle Davis, almost daily, inquiring about pay, benefits, how to obtain more work hours and vacation time. Job retention was a major topic of discussion.

With Rack Room Shoes, Mr. Howell learned job skills and work techniques to use in future employment.

Eventually, a job with McIntosh Trail came along. He saw the job advertisement in a local listing and went for it.

Mr. Howell went to the interview with his newly-completed resume, which was prepared and updated by VR.

He was excited to be hired for the position of Health Foods Service Worker.

Mr. Howell stays in contact with his counselor and shares job posts for positions at McIntosh Trail, where he has worked for two years.



Mental Health Day at the Capitol

GVRA Staff Works to Educate

By Statewide Behavioral Health Coordinator Sharon Demille

On January 23, several GVRA employees volunteered at Mental Health Day at the Capitol. Primarily, we worked the registration table in the lobby, greeting everyone who came in and helping them find where they needed to be.

Over 400 people attended the event. In addition to GVRA staff, there was representation from DBHDD, Georgia Parent Support Network, Mental Health

America and numerous Community Service Boards. In addition to helping out, we learned a lot from the speakers that came to raise awareness of behavioral health needs and to talk about the successes from the partnerships between state agencies and other organizations.

Altogether, we helped advance the goal of helping individuals with behavioral health diagnoses.



From left, back row: Rebecca Walden, Ruby Kaspers, Tamekia Parker, Katie Womick, Sharon De Mille and Alicia Walker

Front row: Melissa Freeman, Charlie Miller (not pictured: Janice Withrow)



Learning to Lead

Staff Receive Leadership Certification



Above: Sheldonia Windley, Sharon Angel and Adia Brown have a discussion at the certified public manager training in late January.

Below from left: Paul Bryant, Charlie Garrett, Kimberly Mims, Noelle Harris, Sharon Angel, Sheldonia Windley, Gola Burton, Adia Brown, Marya Calhoun, Nancy Goodwin, Precious Davis, Luis Narimatsu and Kevin Harris.

The initial group participating in the CPM program has co-workers from BEP, DAS, GIB, Cave Spring, VR and 200 Piedmont.



Joining the Board

Linda Garrett joins APSE Board

GVRA's Linda Garrett was recently appointed to the Association of People Supporting Employment First (APSE) board.

Linda has a Masters in Clinical and Counseling Psychology from Valdosta State University, a M.Div. and Th.D. from New Thought Theological Seminary and has worked for 25 years in all areas of behavioral health services. Her career includes positions as outpatient services counselor, training centers behavioral specialist, residential services, and day and residential services.

She spent her last five years in public mental health services as a new service projects manager, and during that time, she oversaw the creation of Housing and Urban Development group homes, the establishment of Alzheimer's day services. She also oversaw after-hours emergency services and the conversion of a detox center to an emergency receiving facility.

After leaving public mental health services, she served as an auditor and then clinical director for APS Healthcare the first external

review agency for Department of Behavioral Health and Developmental Disabilities services.

After a brief break in employment to care for her parents in their final years, she came to VR in 2009 as a Community Work Incentives Coordinator (CWIC) assisting individuals receiving Social Security disability benefits to understand how working will impact their governmental benefits. She continues in this role today. As a CWIC, she became aware of the employment first movement in Georgia and presented to the group in South Georgia.

"Anyone who has worked with Linda or attended one of her WIPA presentations, knows that she has a passion for assisting individuals with disabilities achieve their goals of work and financial stability," said Adrienne Williams, GVRA Manager of Benefits Coordination and Linda's supervisor. "She is an invaluable resource in all things WIPA. We are proud and honored to have her as a member of our team!"

Congratulations

TASH Recognition Given to Robin Blount

GVRA Strategy Manager Robin Blount was recently recognized at the annual TASH conference for her service to the organization.

The conference was held December 13-15 at the Marriott Marquis and was attended by almost 1000 participants from around the world.



Congratulations

Employee of the Quarter at RWS

By RWS Librarian/Archivist Mike Shadix

Job Coach Christopher Franklin has received the Roosevelt Warm Springs Employee of the Quarter Award for October to December 2017.

Christopher came to Roosevelt Warm Springs 3 years ago, and since then he has distinguished himself through his commitment to employment success for RWS students and his efforts to build bridges with area GVRA staff and businesses to increase employment opportunities for young people with disabilities.

"Christopher has been a great addition to the RWS Employment Development Services Team," his nomination reads. "He has a natural gift of motivating students and assisting them with obtaining entry level employment. The December 2017 graduating class was the most successful in employment outcomes, which is a direct reflection of Chris's hard work and dedication."

Christopher has a Bachelor's Degree in Speech Communication as well as a Master's Degree in Biblical Studies from North Park University in Chicago. He brought with him to Warm Springs more than 20 years of experience working with adolescents and adults with developmental disabilities.

As a job coach at RWS, he trains students in proper work techniques and on-the-job socialization skills, assists students on worksites to understand and perform tasks successfully and develops educational, behavioral and developmental supports to meet employment requirements. These requirements include the identification of

appropriate assistive technology. He also teaches in the transition work shop class.

Christopher will maintain the title as the current Employee of the Quarter until early April.

Other nominees for the award included Lisa Stubbs and Geri Webb in the Campus Life Department and Lane Dorman in Health Services. The Employee Recognition Program at RWS is sponsored by the Roosevelt Warm Springs Development Fund, an independent 501(c) 3 corporation that supports the mission of RWS.



Welcome Aboard

GIB Makes Crucial New Hire

Georgia Vocational Rehabilitation Agency (GVRA) is pleased to welcome Samuel Watkins as Georgia Industries for the Blind's (GIB) new Business Development Manager. Samuel's mission at GIB is to market its variety of products, including pillows, safety vests, and office supply folders, and also services like screen printing and box reclamation. He will play an integral part in advancing GIB's participation in the Georgia Grown Initiative, in partnership with the Georgia Department of Agriculture.

Prior to joining GVRA, Samuel managed his own business consulting firm and previously worked for Systems Atlanta Inc., (SAI), where he sold software solutions to the air traffic control and emergency management communities within the Department of Defense (DOD) and Federal Aviation Administration (FAA).

He is also a former Programs Manager for the United Services Organization (USO), a position in which he supervised the Pat Tillman USO and planned events for our servicemen and women.

Samuel says this next chapter signifies more than just another career move.

"Helping others is why we are all here. I see this as a true opportunity to give back to the community in a different way. My personal contributions and efforts will directly impact the lives of others," Samuel said. "The great thing about joining the team is that everyone has the same motives, which is helping those with disabilities become even more empowered."

For Samuel, GIB's purpose extends beyond Bainbridge, Griffin and Warner Robins, where the operation has facilities. "GIB's mission is valuable to every community in Georgia. We

are here to work with those who are blind in this state, as they gain further independence," he said.

GIB's Co-Director Director, Mike Jackson, was thrilled to have a team member with so much experience in government purchasing. He said, "Samuel brings experience and knowledge, along with a positive, can-do attitude to the table that will ensure our customers get the best possible service from our organization."

Luis Narimatsu, GIB Co-Director, echoed that sentiment, saying, "Having an experienced and passionate salesman like Samuel building customer-based partnerships and effectively marketing the unique story behind our quality products, allows GIB to provide career opportunities for people who are blind.

Samuel lives in Statesboro, which allows him to efficiently travel statewide. In his spare time, he works with R.E.A.D.Y. 2000, which stands for Responsible Educated Advocates for the Development of Youth.



Questions and Answers

What You Need to Know

When will electronic W-2s be available?

Electronic W-2s are available as of January 12, 2018. If you signed up to receive an electronic copy of your W-2 and cannot access it in self-service contact Payroll@gvs.ga.gov.

Does an electronic consent need to be entered every year for W-2?

No. Once entered, it remains in effect until an employee makes a change via "Employee Self Service".

I did not sign up for an electronic copy of my W-2, when will I receive my W-2 form?

All printed W-2's were mailed to address on file on January 23, 2018.

I have not received my 2017 W-2 form, what can I do if I did not receive it in the mail?

W-2 forms were mailed on January 23, 2018 however beginning with tax year 2017 you had an option to choose to receive your W2 electronically instead of paper. If you did not receive a paper copy in the mail by February 15th please go to employee self-service and request a re-issue copy. Electronic W-2 for employees who signed the consent will be available the entire year.

What is the mileage rate for 2018?

Tier 1 Rates: Automobile \$0.545 per mile;
Tier 2 Rates: \$0.18 per mile

Can I request a Cash Advance for Travel?

If so When? Yes, cash advance can only be requested for out-of-pocket expenses. All previous cash advances should be

cleared prior to requesting a new one. A request for a cash advance should be made at least a week before travel or it will not be paid in time prior to travel. Once a request is approved by your supervisor, an email must be sent to GVRATRAVEL@gvs.ga.gov with the name of recipient of the cash advance

Where can I find the Purchasing Policy?

The Purchasing Policy can be found at: <https://gvra.policytech.com/>.

Who do I contact if I need to make a purchase, but not sure if the amount will exceed the procurement threshold?

Contact the Procurement and Contracts team at: OPCHelps@gvs.ga.gov, for assistance.

How can I determine which vendors are on Statewide Contract?

Click Statewide Contract Index and log in using the following guest ID and password to navigate to the "Contracts" tab to search or browse available contracts. *ID: tgmquest — Password: tgmquest*

When can I use a Purchase Card (P-Card) for a purchase?

The P-Card may be used for unplanned, non-routine and urgent purchases only. Unplanned, non-routine and urgent purchases are defined as expenses that are not expected in advance or are irregular in the standard course of the organization's normal operation.

The Connection Hub

Strategy and Innovation Talks Shop

The Office of Strategy & Innovation was established to assist in developing overall GVRA strategy in conjunction with program and administrative offices. The S&I Office connects and aligns resources, program analysis, evaluation and on-going strategic planning.

The S&I Office developed the GVRA Strategic Plan, which can be found on the GVRA website. Over the last few months, the S&I Unit has met with several programs and administrative offices including Georgia Industries for the Blind (GIB), Roosevelt Warm Springs (RWS), Business Enterprise Program (BEP), Disability Adjudication Services (DAS), Employment Services, and the Office of Human Resources. Draft plans have been sent to RWS, GIB and the Employment Services Unit. The BEP draft plan is being finalized.

These brainstorming sessions provide management an opportunity to step back and reflect as well as look forward. The goal of strategic planning is to ensure program deliverables and performance measures are met and provide effective and efficient customer services internally and externally. Each office and program will establish measurable objectives with strategies and timelines that can be achieved in one year, two years or even five years.

As an organization charged with putting people with disabilities to work, we see the need to have boots on the ground and be actively involved in the community, forging collaborative alliances so that we can bring back ideas from the very people we serve. The S&I Office will have monthly updates within this newsletter to keep you apprised of our progress.

A Special Thank You

Dear Family,

Words cannot express what my heart is feeling. This is a very heartbreaking time for me and my family to experience such a loss. Thank you all so much for your cards, donations, emails, flowers, hugs, love, prayers and words of comfort. I am truly blessed to work with such GREAT people. I love you all.

Again, thank you and please continue to

keep my family in your prayers during the days to come.

God Bless,

The Thomas/Young Family
(Harriett, Amber & Jade)

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